

Pengaruh work-life balance dan transformational leadership terhadap employee engagement = Influence of work-life balance dan transformational leadership terhadap employee engagement

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Abstrak

Penelitian ini ditulis dengan tujuan untuk mengetahui pengaruh work-life balance dan transformational leadership terhadap employee engagement di PT Great Giant Foods, Jakarta Indonesia sebagai salah satu manufaktur terbesar di Indonesia. Teori yang digunakan dalam penelitian ini adalah employee engagement dari Hewitt (2004), work-life balance dari Fisher (2001), dan transformational leadership dari Bass and Avolio (2003). Penelitian ini menggunakan metode kuantitatif dengan total sampel sama dengan populasi sebanyak 191 karyawan di PT Great Giant Foods. Penelitian ini akan dilakukan pada satu waktu di PT Great Giant Foods, Jakarta Indonesia. Selain. Pengumpulan data dengan mendistribusikan kuesioner kepada karyawan Great Giant Foods, Jakarta Indonesia. Hasil perolehan data akan diolah dengan SPSS. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh positif dari Work-Life Balance dan Transformational Leadership terhadap Employee Engagement pada Great Giant Foods baik secara parsial maupun simultan.

The purpose of this study is to find out the effect of work balance and transformational leadership on employee engagement. The employees targeted would be from PT Great Giant Foods, Jakarta Indonesia, one of the largest manufacturers in Indonesia. Theories used in this study are employee engagement from Hewitt (2004), work-life balance from Fisher (2001), and transformational leadership from Bass and Avolio (2003). This research would be carried out in quantitative methods to a population of 191 employees at PT Great Giant Foods using cross sectional research type sampling to obtain information on a case at a certain point in time (Neuman, 2015). This research will be conducted at PT Great Giant Foods, Jakarta Indonesia and questionnaires will be distributed for data collection then all acquired data would be processed with SPSS. The results of this study indicate that there is a positive impact of Work-Life Balance and Transformational Leadership on Employee Engagement in Great Giant Foods, both partially and simultaneously.